




FARMINGTON POLICE DEPARTMENT		
POLICY AND PROCEDURE		
	POLICY NUMBER: 432-02	EFFECTIVE DATE: 08/09/2016
	SUBJECT: Certified Law Enforcement Entry	
	APPROVED BY:  STEVEN D. HEBBE, CHIEF OF POLICE	
		

PURPOSE:

To establish guidelines concerning criteria associated with applicants who are certified law enforcement officers in New Mexico or another jurisdiction.

POLICY:

It is the policy of the Farmington Police Department to establish the necessary criteria for a fair and effective certified law enforcement officer entry process.

PROCEDURE:

Certified Officer Entry Criteria:

Individuals who are certified law enforcement officers in New Mexico or other jurisdictions may apply for a position with the Farmington Police Department without having to attend the State's basic police academy. The following criteria apply:

1. Applicant must hold a State of New Mexico Police Certification or, if certified in another state, satisfy the State requirements for a "Waiver of Certification." It is the applicant's responsibility to compile and submit for approval any training records to the Department for consideration of a "Waiver of Certification." Applicant must satisfy any other requirements as dictated by the State Academy;

2. Applicant must take and successfully complete any testing that may be required or associated with the requested position. (Testing will consist of a written test, oral board, background investigation, medical exam, psychological exam, and polygraph. Additional testing may be required at the discretion of the Chief of Police.);
3. Applicants that have been previously employed by the Farmington Police Department as a full time, certified police officer within the past two years and who left the Department in good standing are required to successfully complete an oral board, background investigation, medical exam, and psychological exam, unless other testing is requested by the Chief of Police at his/her discretion. Re-employment is dependent on the availability of a position;
4. Applicant's starting pay grade will be dependent upon the applicant's previous years of experience as a certified officer.

Certified officer transfer employees may be required to attend training designed to insure the Department's standard of training. Individuals are evaluated to determine the necessary training needed to bring the individual to the Department's standard.